



March 23, 2020

Via Certified Mail and Electronic Mail

Attn: Wesley Reed
State Rapid Response Coordinator
Rapid Response Unit
1923 N. Carson Street, Suite 200
Carson City, NV 89703
wrreed@detr.nv.gov

Dear Sir or Madam:

This letter provides notice, as required under the Federal Worker Adjustment and Retraining Notification Act (the “Act”), that Everi Payments Inc. and Everi Games Inc. (collectively, the “Company”) may be terminating the employment of some of its employees as part of a reduction of the workforce, which may entail a “mass layoff.” At this time, and pursuant to 20 C.F.R. § 639.3(f), affected employees are being placed on a temporary furlough, which is not expected to exceed six months; however, the Company will reassess the circumstances regularly and may lessen or extend this timeframe.

The furloughs are all scheduled to take place on March 23, 2020. Bumping rights do not exist (e.g., employees do not have the ability to displace less senior employees at other company facilities). The entire facilities will not be closed at this time. There is no union representing the employees at these facilities.

Affected employees work at facilities at the following locations:

Corporate Headquarters
7250 S. Tenaya Way
Suite 100
Las Vegas, NV 89113

Production Facility—Las Vegas
6165 South Valley View
Suites F and G
Las Vegas, NV 89118

FinTech Innovation Center
7115 Amigo Street
Suite 150
Las Vegas, NV 89119

Games Studio—Reno
887 Trademark Drive
Suite 201
Reno, NV 89521

Production Facility—Austin
4616 West Howard Lane
Suite 500
Austin, TX 78728

Gaming Headquarters
206 Wild Basin Road South,
Bldg B
Austin, TX 78746

7250 S. Tenaya Way, Suite 100 • Las Vegas, NV 89113
• Phone (702) 855-3000 • Fax (866) 672-4131

Games Studio
540 W. Madison
Suite 2402
Chicago, IL 60661

**Production Facility—
Oklahoma City**
Metro Business Park II
4020 Will Rogers Parkway,
Suite 400-500
Oklahoma City, OK 73179

The total number of affected employees is expected to be 1,136. The job titles of impacted positions and the number of affected employees in each job classification are as follows:

NEVADA

Las Vegas

Corporate Headquarters

7250 S. Tenaya Way
Suite 100
Las Vegas, NV 89113

Job Title No. of Affected Employees

ADV Custmr Experienc III	2
Manager Relationship	2
ADV Customer Engmnt I	4
ADV Custmr Experience I	6
MGR Relationship SR	2
ADV Custmr Engagmnt III	1
Manager Product Support	2
ADV Custmr Engagemnt II	1
SPEC Implementation I	1
Analyst Process I	2
Accountant Commissions II	1
ENG Support Operations I	1
SPEC Support OperationsII	5
SPEC Complnce Supp Ops II	4
SPEC Compliance SupportII	12
Customer Service Prof	9
Engineer Network I	2
MGR Network Operations	1
Customer Service Prof SR	4
SPEC Support Operations I	14
SPEC Kiosk Supprt Ops II	2
Engineer Systems I	1
Administrator Network I	3
TEC Escalation Lead I	2
MGR Support Operations	2
Engineer Systems II	2
Engineer Systems III	2
Developer Application I	1
Supervisor Call Center	1
ANL Complnce Security III	2
Specialist IT Support IV	1
Administrator Database II	1
Analyst QA II	1
SPEC Loyalty Supprt Ops I	1
Developer Application III	2
ANL Data Security II	1
Engineer Network III	1
Program Manager Lead II	1
Specialist Accounting II	3
Trainer Corp Dev Lead II	1
Engineer Security (IT) I	1
VP Information Security	1
TECH Escalation Lead II	1
Coordinator Sales IV	1
SPEC Motion Graphics II	1
Director Payments Product	1
Project Manager IT III	1
SPEC Fin Contracts I	1
Manager Accounts Payable	1
Analyst Chargeback	2
DEV Business Intlgnce I	3
Delivery Excllnce Lead II	2
DIR Compensation/Benefits	1
VP & Corporate Counsel	2
Aaccounts Receivable Lead I	1
MGT - Compl Tech Sup	1
Analyst Customer Service	2
VP Payments Operations	1
Coordinator Benefits III	1
MGR Payments Operations	2
Delivery Excellence Lead I	9

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Job Title No. of Affected Employees

Product Mgr Compliance II	1
SUP Patron Services	1
Account Executive I	2
ANL Change Management II	1
Manager RM Operations	1
FIN Plng & Anl Lead II	1
SPEC Project Admin I	1
MGR Loyalty Engagement	1
Assistant Executive III	1
Specialist Compliance II	1
Accountant III	1
SVP, CISO	1
Specialist Accounting I	1
Analyst Gaming Operations II	1
Receptionist II	1
Director Internal Audit	1
Analyst Settlement	2
DIR Loyalty Strategy	1
Administrator Payroll I	1
SPEC Operations I	2
Manager Recruiting	1
Paralegal Lit and Corp IV	1
Manager Internal Audit	1
Manager Process	4
DIR Gaming Operations	1
SPEC Product ComplianceII	1
Manager Sales	1
DIR Payments Support Ops	1
ANL Compensation I	1
SVP Program Management	1
Project Manager (IT) II	1
Manager Tax	1
VP Relationship Marketing	1
DIR SOX Internal Audit	1
VP Sales	2
Accountant II	2
Analyst Business II	3
Director Delivery Excele	1
Supervisor Check Services	1
Intell Property Atty II	1
Analyst Check Cash SVS Ld	1
Analyst Fraud Lead	1
ADM Contracts II	1
Program Manager I	1
Specialist Events III	1
DIR Corporate Compliance	1
SPEC Product Compliance I	1
Delivery Excele Mgr II	1
Director AML Compliance	1
MGR Proj & Cust Exp Init	1
VP Settlements & Security	1
Analyst Chargeback Lead	1
Manager Contracts II	1
Administrator Legal IV	1
Accountant Tax I	1
MGT - Manager, Cust Engag	1
Recruiter Technical II	1
DIR Corporate Finance	1
Technician Facilities I	1
Recruiter I	1
TOTAL	143

Nevada (continued)

Las Vegas

FinTech Innovation Center

7115 Amigo Street
Suite 150
Las Vegas, NV 89119

Job Title	No. of Affected Employees
Analyst Systems I	8
DIR Product Management	2
Analyst Business II	9
VP Loyalty Products	1
Developer Software I	10
ENG Quality Assurance II	8
Manager App Portfolio III	1
DIR BI Tools	1
Analyst Business I	5
Engineer Release I	1
Developer Bus Intell III	1
Specialist IT Support III	1
ENG Build & Release III	1
Developer Application III	2
Analyst Business	1
DEV Technical Content I	1
DIR Technical Services	1
Manager Field Services	1
MGR Technical Comm	1
Developer Application II	1
Developer Software II	1
DIR Software Development	2
Developer Software IV	3
Analyst Business III	3
VP Product Marketing	1
DEV Training Content I	1
Writer Technical II	1
Director ATM Operations	1

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Job Title	No. of Affected Employees
Developer Application I	1
Developer Software III	3
Supervisor Field Services	2
DEV Business Intel II	1
Manager, App Portfolio II	1
MGR Field Services Ops I	1
ENG Software AppIns I	1
MGR Software Development	2
Manager App Portfolio	2
Writer Technical I	3
Manager Product Support	1
Developer Application IV	1
Architect Solutions SR	1
SVP Payments Technology	1
Manager Software Dev	1
Manager App Portfolio I	1
Developer Database Senior	1
Manager Technical Support	1
Administrator Database	1
Artist III	1
MGR Product Compliance	1
ENG Quality Assurance I	1
Manager Program II	1
Project Manager III	1
CRD Facilities Assoc	1
ANL Order II	1
TOTAL	106

Production Facility—Las Vegas

6165 South Valley View
Suites F and G
Las Vegas, NV 89118

Job Title	No. of Affected Employees
Manager Procurement	1
Technician RMA I	1
Handler Material I	1
MGR Production Control	1
Handler Material II	3
Analyst Parts I	2
Technician Quality II	1

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Job Title	No. of Affected Employees
TECH Manufacturing I	2
TECH Manufacturing II	1
Buyer/Planner II	1
Specialist Product	1
Analyst Parts II	1
Planner Prod Control IV	1
Technician RMA II	1
Total	19

NEVADA

Reno

Games Studio—Reno

887 Trademark Drive
Suite 201
Reno, NV 89521

Job Title	No. of Affected Employees
Producer III	2
Director Game Programming	1
Developer Software II	1
Developer Software I	3
Art Lead II	1
Mathematician IV	1
Developer Software III	5
Artist III	7
Analyst QA III	1
Director Product Strategy	1
Analyst QA II	3

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Job Title	No. of Affected Employees
Mathematician II	1
Artist I	1
Developer Software IV	1
Specialist IT Support III	1
Artist II	3
Recruiter I	1
Designer Audio III	1
DIR Quality Assurance	1
Mathematician I	1
Mathematician III	1
Total	37

TEXAS

AUSTIN

Gaming Headquarters

206 Wild Basin Road South, Bldg B
Austin, TX 78746

Job Title No. of Affected Employees

MGR Customer Accounts III	3
Analyst QA II	12
Mathematician I	3
Program Manager I	3
Technician Test QA I	14
ANL Technical Complce I	1
Accountant II	1
Engineer Electrical III	2
Technician Facilities I	2
Receptionist II	1
Developer Software II	5
Artist II	10
Developer Software III	16
Manager Decision Systems	1
ArchitectNtwk/Systems III	3
Manager Product Strategy	1
Director Game Programming	1
Analyst QA IV	4
Mathematician Lead I	1
Director Art	1
Accountant I	3
ANL Config Support III	1
Manager Program II	2
Developer Software I	5
SPEC Tchncd Fulfilmnt II	1
Artist III	5
Developer Software IV	8
ANL Gaming Operations II	1
Engineer Electrical I	1
TEC Software ProductionII	5
Product Manager IV	1
MGR Technical Comm	1
Director Accounting	1
Artist I	1
Engineer Mechanical II	3
MGR Software Development	4
Producer I	1
Technician Test QA II	6
MGR Business Operations	1
Analyst QA III	9
TEC Software Production I	5
Product Manager II	2
Analyst Sales Support II	1
Director Creative	1
Manager Quality Assurance	3
Developer Software V	2
Designer Game II	1
Coordinator Recruiting I	1
ANL Compliance Shipping I	1
Buyer/Planner III	1
Analyst QA I	7
Mathematician III	3
ENG Build & Release III	1
DIR Project Mgmt Eng Svcs	1
Project Manager IT I	1
Specialist Accounting I	1
Adminstrator Database III	1
Generalist HR I	1
Manager, Hardware Eng	1
Designer Audio IV	2
ENG Quality Assurance I	1

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Job Title No. of Affected Employees

SPEC Support Operations I	2
Trainer Technical I	2
ENG Software Appl III	1
Engineer Mechanical IV	1
Manager Community II	1
DEV Technical Content II	1
MGR Hardware Development	1
SUP Software Production	1
Producer III	2
SPEC Motion Graphics III	1
Producer II	2
SUP Quality Assurance	2
Architect Ntwk/Systems II	5
Engineer Mechanical I	1
MGR Product Compliance	1
Director Math	1
Art Lead II	5
SPEC Strategic SourcingII	1
SVP Engineering Services	1
Project Manager III	1
MGR Corp Communications	1
MGR Software Devlprmnt SR	1
SPEC Product Evnts Lead I	1
MGR Analytics/Gaming Ops	1
Associate Product Manager	1
Director Networked Gaming	1
Designer Graphic I	1
MGR Technical Escalation	2
Director Game Engineering	1
Engineer Electrical II	3
DIR Quality Assurance	3
Project Mgr Gaming Ops I	2
Analyst Sales Support I	1
Writer Technical I	2
DIR Creative Marketing	1
DEV Technical Content IV	1
Manager Gaming Operations	1
Analyst Product IV	1
Architect Software V	1
DIR Hardware Engineering	1
Trainer Technical II	1
Developer Apps IT 3	1
Coordinator Technical II	1
DEV Mobile Client II	1
Engineer Electrical IV	1
Engineer Software III	1
ANL Compliance Submisns I	1
Engineer Mechanical III	1
Analyst Sales Support III	1
Artist Lead I	1
Designer Audio II	1
Drafter Mechanical I	1
Recruiter II	1
Mathematician II	1
Director Games Technical	1
MGR Program Management	1
Developer Software Lead I	1
Manager Creative Services	1
Coordinator Sales I	1
Architect Ntwk/Systems IV	1
Specialist Marketing II	1

TEXAS

Austin (continued from prior page)

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Gaming Headquarters	Job Title	No. of Affected Employees	Job Title	No. of Affected Employees	
206 Wild Basin Road South, Bldg B Austin, TX 78746	ANL Compliance Submsns II	1	MGR Client Services IT	1	
	Manager IT Operations	1	ANL Data Security I	1	
	Director Gaming Complanc	1	Manager App Portfolio III	1	
	Developer Hardware III	2	Director Audio	1	
	Product Manager III	1	Engineer Systems II	1	
	Manager Contracts IV	1	Analyst Math QA I	1	
	TECH Engineering II	1	Analyst Change III	1	
	Analyst Business I	1	DIR & Exective Producer	1	
	Manager Art	1	ANL Compliance Submsn III	1	
	MGR Customer Accounts IV	1	ANLCompliance Shipping II	1	
	MGR Support Operations	2	DIR Technical Services	1	
	Designer Graphic II	1	Sr. Software Engineer	1	
	Project Engineer III	1	SPEC Support OperationsII	1	
	Assistant Legal III	1	Paralegal IP II	1	
				Total	183

			(previous column continues)		
Production Facility—Austin	Job Title	No. of Affected Employees	Job Title	No. of Affected Employees	
4616 West Howard Lane Suite 500 Austin, TX 78728	Assembler II	9	Engineer Manufacturing II	1	
	Specialist Shipping III	1	ENG Manufacturing III	1	
	TECH Manufacturing IV	2	Inspector Quality I	1	
	Handler Material I	2	Assembler IV	2	
	Handler Material II	5	SPEC Asset Inv Mgmt I	1	
	Production Planner II	2	Handler Material IV	1	
	SPEC Shipping II	2	Handler Material III	1	
	Technician Quality II	1	SPEC Accounts Payable II	1	
	Specialist Prod Cntl II	2	SPEC Accounts Payable III	1	
	Production Planner IV	1	TECH Manufacturing I	2	
	Accountant III	1	SPEC Shipping I	2	
	SUP Warehouse/Logistics	1	Buyer/Planner II	1	
	Buyer/Planner III	3	SUP Manufacturing Quality	1	
	Inspector Quality II	5	Production Planner III	1	
	TECH Manufacturing II	4	MGR Warehouse/Logistics	2	
	Assembler III	5	Coordinator Project III	1	
	Engineer Supplier QA II	1	MGR Production Planning	1	
	Technician Facilities III	1	Developer Software I	1	
				Total	48

ILLINOIS

Chicago

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Games Studio	Job Title	No. of Affected Employees	Job Title	No. of Affected Employees
540 W. Madison Suite 2402 Chicago, IL 60661	Mathematician III	1	DIR Quality Assurance	1
	Artist III	4	ADM Studio II	1
	DIR Signage/Merchandising	1	Artist I	3
	Designer Audio III	1	Director Math	1
	Analyst QA II	4	Manager, DB Analytics	1
	Artist II	3	DIR Software Development	1
	Analyst QA III	1	Specialist IT Support III	1
	Analyst QA I	2	Manager Product Insight	1
	Developer Software I	5	Designer Game IV/Principl	1
	Developer Software III	2	Mathematician I	1
	Developer Software II	2	Director Art	1
	Mathematician II	2	Developer Software IV	1
	Producer I	3	Manager Analytics	1
	Manager Audio	1	Total	41
	Manager Product Release	1		

OKLAHOMA

Oklahoma City

Production Facility	Job Title	No. of Affected Employees
Metro Business Park II 4020 Will Rogers Parkway, Suite 400-500 Oklahoma City, OK 73179	Production Planner I	2
	Handler Material I	1
	Handler Material IV	1
	Total	4

The individual to contact at the Company for more information is:

Mark Taylor
Vice President, Human Resources
7250 South Tenaya Way, Suite 100
Las Vegas, NV 89113
mtaylor@everi.com
702.893.4438

This information is based on the best information currently available to us but may change due to subsequent events beyond our control.

The Company will maintain any other information required by law onsite and readily accessible. This letter is intended to fulfill any obligations imposed by the Act. However, by sending this notice the Company does not concede that this Act applies or that notice is otherwise required. Notwithstanding, and pursuant to 20 C.F.R. § 639, you are being given less than the 60 days' notice contemplated by the Acts due to unforeseeable business circumstances, namely the unanticipated and dramatic major economic downturn caused by COVID-19. The Company has given as much notice as practicable under these circumstances.

Thank you for your consideration.

Sincerely,



Mark Taylor
Vice President, Human Resources